

23 October 1973

MEMORANDUM FOR: Career Management Officer, DD/M&S

SUBJECT : Meeting on 15 October 1973 to Discuss  
Methods of Recognition of Employees  
who attain a College Degree

REFERENCE : Your memorandum, dated 16 October 1973,  
subject as above

As requested, views on referent memorandum are provided.

1. Your paper is, in my judgment, a faithful recording of the essentials of the 15 October meeting. As mentioned at that meeting, I am glad we did not entirely throw out the concept of monetary awards for obtaining degrees. Even though, as we agreed, the value and effect of such awards are uncertain, the risks, if any, are small. The total amount of money it might cost the Agency would not be great, and the initiation of the program would seem to be appropriate.

2. You also requested at the same meeting that we send you example(s) of our methods for competitive (comparative) evaluations. Attached is an example used for evaluations of medical technicians and medical service officers (Panel C). Evaluations of medical officers are also conducted by another Medical Career Panel (Panel A) but without rigid adherence to any technical procedure as in the attached example -- perhaps because of the very small numbers involved, e.g., there is only one staff medical officer below GSM-15.

It should be added that in competitive evaluations in the Medical Career Service, the matter of potential


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31 December 1981


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has undoubtedly been considered as applying to -- or  
restricted to -- potential within the Agency medical  
program, and not in the broader directorate or Agency  
sense that we were discussing at the 15 October meeting.  
This certainly has been because of the specialist back-  
grounds of our SM people. We welcome the new thinking  
that would expand the assignment/career opportunities  
for our people.

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Executive Officer  
Office of Medical Services

Attachment

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OMS/ExO  :ned  
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